

DD/A Registry
File PERSONNEL

DD/A 79-0534/4

10 September 1979

MEMORANDUM FOR: Director of Personnel

FROM : Clifford D. May, Jr.
Acting Deputy Director for Administration

SUBJECT : Comments Regarding Senior Intelligence Service Proposal

REFERENCE : Memo frm D/Pers to DD/A, dtd 6 Sept 79,
Subj: Changes to the Senior Intelligence Service Proposal

1. In response to your request for comments regarding the Senior Intelligence Service (SIS) proposal, I believe the following items should be reviewed or clarified prior to implementation.

a. How will those supergrade employees in a PRA status be handled?

It would appear that they would virtually be eliminated from consideration for an award or stipend since they would not be in a position evaluated at the GS-16 level. This should not always be the case and perhaps this topic should be specifically addressed.

b. It is indicated that current supergrades have the option of either joining or not joining the SIS. The question is what will happen to those individuals who decide not to join the SIS. How will they be ranked, appraised, etc.

c. In the M Career Sub-group there are a number of individuals who are assigned to M positions in other Directorates, probably a greater number than other Sub-group supergrades assigned to the DDA. In view of this, we foresee a problem with the "M's" having to compete for the awards within the Directorate to which they are assigned.

Perhaps there could be a dual policy wherein worthy individuals could be recommended for monetary awards by either the operating component to which they are assigned or by the Career Service of which they are a member.

d. On Page 19, it is stated "that officers... will be converted to an appropriate SIS annual pay rate which is at least equal to their annual salary rate payable on the date immediately prior to the implementation of the SIS." If the implementation date is to be 1 October 1979 as is proposed, it appears that these individuals will be penalized by not receiving the benefits of any pay raise that might go into effect on 7 October 1979. Accordingly, I recommend that the salary scale be modified to correct this situation as appropriate.

e. Sub-System 7 refers to the Senior Intelligence Officer Development Program. I believe this Section needs expansion to clarify how this program will tie into or replace the current PDP and how the "feeder groups" will be identified and trained.

f. I recognize that there may be a number of issues that may develop on the structure and procedures described in your proposals and that additional time may be needed to resolve these issues. However, it seems to me we can implement the new system on 1 October 1979 if we can:

(1) Agree that an SIS should be implemented in CIA;

(2) Agree on the scope of the system (whether or not all supergrades are included); and

(3) Agree to prepare Annual Work Plans shortly after 1 October. These actions will provide a framework for performance evaluation while the remaining procedures and issues are being resolved. This will ensure that deserving executives will be eligible for performance awards in early FY-81

2. While there are other specific details and procedures that must be worked out as the program progresses, I believe the overall proposal is well conceived and necessary if we are to attract and retain highly qualified senior executives in the CIA.

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